

Exhibit Q

(unsealed)

Monique da Silva Moore, et al. v. Publicis Groupe, et al.
Plaintiffs' Motion for Collective Action – Pay Comparison Chart

██████████, Senior Vice President
 Named Plaintiff and Declarant

Name	Sex	Date	Job Code	Job Title	Salary
██████████	F	2008	LM115	Senior Vice President	220000.08
██████████	F	2009	LM115	Senior Vice President	220000.08
██████████	F	2010	LM115	Senior Vice President	220000.08

Name	Sex	Date	Job Code	Job Title	Salary
██████████	M	2008	LM115	Senior Vice President	343500
██████████	M	2009	LM115	Senior Vice President	343500
██████████	M	2010	LM115	Senior Vice President	343500

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██████████, Senior Vice President
 Named Plaintiff and Declarant

Name	Sex	Date	Job Code	Job Title	Salary (at full-time)
██████████ ██████████	F	2008	LM115	Senior Vice President	220500
██████████ ██████████	F	2009	LM115	Senior Vice President	220500
██████████ ██████████	F	2010	LM115	Senior Vice President	220500

Name	Sex	Date	Job Code	Job Title	Salary
██████████	M	2008	LM115	Senior Vice President	343500
██████████	M	2009	LM115	Senior Vice President	343500
██████████	M	2010	LM115	Senior Vice President	343500

Name	Sex	Date	Job Code	Job Title	Salary
██████████	M	2008	LM115	Senior Vice President	250000.08
██████████	M	2009	LM115	Senior Vice President	250000.08
██████████	M	2010	LM115	Senior Vice President	250000.08

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██████████, Senior Vice President
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Name	Sex	Date	Job Code	Job Title	Salary
██████████	F	2008	LM115	Senior Vice President	116600.16
██████████	F	2009	LM115	Senior Vice President	116600.16
██████████	F	2010	LM115	Senior Vice President	116600.16

Name	Sex	Date	Job Code	Job Title	Salary
██████████ ██████████	M	2008	LM115	Senior Vice President	190000.08
██████████ ██████████	M	2009	LM115	Senior Vice President	190000.08
██████████ ██████████	M	2010	LM115	Senior Vice President	210000

Name	Sex	Date	Job Code	Job Title	Salary
██████████	M	2008	LM115	Senior Vice President	195000
██████████	M	2009	LM115	Senior Vice President	195000
██████████	M	2010	LM115	Senior Vice President	210000

Name	Sex	Date	Job Code	Job Title	Salary
██████████ ██████████	M	2009	LM115	Senior Vice President	120000
██████████ ██████████	M	2010	LM115	Senior Vice President	120000

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██████████, Vice President
 Named Plaintiff and Declarant

Name	Sex	Date	Job Code	Job Title	Salary
██████████	F	2008	LM120	Vice President	115000.08

Name	Sex	Date	Job Code	Job Title	Salary
██████████	M	2008	LM120	Vice President	140000.16

Name	Sex	Date	Job Code	Job Title	Salary
██████████	M	2008	LM120	Vice President	130000.08

Name	Sex	Date	Job Code	Job Title	Salary
██████████ ██████████	M	2008	LM120	Vice President	145000.08

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██████████, Senior Vice President
 Named Plaintiff and Declarant

Name	Sex	Date	Job Code	Job Title	Salary
██████████	F	2008	LM115	Senior Vice President	220000.08
██████████	F	2009	LM115	Senior Vice President	220000.08
██████████	F	2010	LM115	Senior Vice President	220000.08

Name	Sex	Date	Job Code	Job Title	Salary
██████████	M	2008	LM115	Senior Vice President	273000
██████████	M	2009	LM115	Senior Vice President	273000
██████████	M	2010	LM115	Senior Vice President	283000.08

Name	Sex	Date	Job Code	Job Title	Salary
██████████	M	2009	LM115	Senior Vice President	230000.16
██████████	M	2010	LM115	Senior Vice President	230000.16

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██████████, Senior Vice President
 Declarant

Name	Sex	Date	Job Code	Job Title	Salary
██████████ ██████████	F	2008	LM115	Senior Vice President	130000.08
██████████ ██████████	F	2009	LM115	Senior Vice President	130000.08
██████████ ██████████	F	2010	LM115	Senior Vice President	150000

Name	Sex	Date	Job Code	Job Title	Salary
██████████	M	2008	LM115	Senior Vice President	205000.08
██████████	M	2009	LM115	Senior Vice President	205000.08

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██████████, Senior Vice President
Declarant

Name	Sex	Date	Job Code	Job Title	Salary
██████████	F	2008	LM115	Senior Vice President	175000.08
██████████	F	2009	LM115	Senior Vice President	175000.08
██████████	F	2010	LM115	Senior Vice President	175000.08

Name	Sex	Date	Job Code	Job Title	Salary
██████████	M	2008	LM115	Senior Vice President	205000.08
██████████	M	2009	LM115	Senior Vice President	205000.08

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██████████, Vice President
Declarant

Name	Sex	Date	Job Code	Job Title	Salary
██████████	M	2008	LM120	Vice President	124999.92
██████████	M	2009	LM120	Vice President	124999.92
██████████	M	2010	LM120	Vice President	124999.92

Name	Sex	Date	Job Code	Job Title	Salary
██████████	F	2008	LM120	Vice President	112000.08
██████████	F	2009	LM120	Vice President	112000.08
██████████	F	2010	LM120	Vice President	112000.08

Name	Sex	Date	Job Code	Job Title	Salary
██████████	F	2008	LM120	Vice President	112999.92